

# Insight Activity 3: 'Careers Happen'

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For a video overview of the three Insight Activities, [click here](#).

**Running time:** Approximately 30 minutes for the interviews and 60-90 minutes for the career boards

**Preparation required:** Pre-arrange for experienced staff members to be interviewed by the young people about their career journey

**Number of staff required:** Ideally one staff member for every 1-2 students

## Overview

'Careers Happen' is designed as a fun and interactive session that demonstrates the different ways careers actually happen. It is a simple way to show young people that careers are often not linear and to highlight the skills, beliefs and attitudes young people need to navigate a successful career in the changing world of work.

## Activity outline

### Career interviews

Create a time where each young person can meet with an experienced staff member and interview them about their career journey, starting when they were the students' age. This can be one-on-one or the young people can work in pairs.

Ask the staff member to do some pre-thinking, and perhaps bring in some photos of themselves at different ages/in different roles to help them talk through their current role and their career path to date. To help support this discussion in a way that is meaningful to the young people, we have included a series of suggested questions that were created by young people. These are to be used as a support only; be sure to encourage the young people to come up with their own questions too.

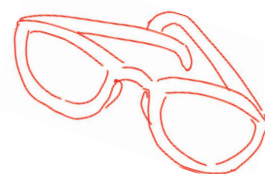
Young people rarely understand how people got to their current position—so the organisation should use this insight to allow staff and executives to tell their career story in an inspiring way.

### Careers boards

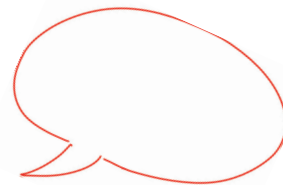
To assist the young people in reflecting on what they've heard, ask them to create a career board of the staff member's career journey. The career board is a simple, visual way to help bring the discussion to life. It should be a graphic representation, for example using paper, coloured pens, photos, pictures from magazines, etc. This could also be done using a computer-based presentation, movie or drawing tools. Example career boards have been provided for you in this toolkit.

The trick to making a good career board is to be creative with the images chosen to represent significant events that have led to the present so that they are both amusing and thought provoking. The final career board can be given by the young people to the interviewee as a thank you.

The career board is a fun visual way to help young people understand the many routes successful people have taken to get to their current position. This simple activity brings to life the Careers Happen Insight Activity as it allows the young people to identify with senior staff and see themselves in roles they might not have considered open to them.



# 'Careers happen' interview questions



## Question

## Answer

1

What was your first job or work experience? Did you enjoy it? Did you learn any skills then that have helped your career?

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2

Did you always know what you wanted to do? Are you doing now what you wanted to when you were younger?

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3

Can you please briefly describe your career journey from age 14 to now?

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4

Were there any particular 'opportunities' that you took or created that have had a big impact on your career path?

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5

Are there any decisions in your earlier career years that you regret?

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## Question

## Answer

6

Who has been the most influential person in your life and why?

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7

What do you believe it takes to succeed in life and work?

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8

If you could go back to your 14-year-old self knowing what you know now, what advice would you give them?

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9

Do you have any favourite quotes or sayings that you try to live by?

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10

Research shows that people my age are likely to have 15–20 jobs in their lifetime. Do you have any advice for me heading into the changing world of work?

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# Example careers boards

